



**ANNUAL REPORT**

**2020-21**



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## Executive Director's Message

**Felix D'Souza**



Dear All,

India is relatively a younger nation in skill development compared to other countries. Every year, around 28 million youth get added to India's workforce. For the last one decade, skill development has been considered as one of the critical aspects for job creation in India.

India has unique demographic advantage with more than 60 percent of the population is in young age group. But to get dividend from such large work force, employability has to be improved.

For the last 28 years in this sector, we have discovered that the skill development training in India should be made compulsory in all sectors to enhance all-round expertise of the people and thereby help in combating the stigma attached to it.

People often think that working in the unorganised sector is a low-level job. Youth need proper guidance and training initiatives to select a trade and undergo training programme. Communication, technological know-how, etc. are important for individuals to have a good hold on their skill. This can only be possible if they get enough opportunities to grow and develop through skill development trainings.

While implementing skill training for the underprivileged youth, FVTRS realised the need of organising entrepreneurial and life skill sessions along with technical skill; the importance of empowering the youth to pass 10th standard and organising them as skilled workers Association.

Today, all our trainees attend classes on entrepreneurial and life skills. This has helped them earn a good percentage of remuneration in the market. Youth who passed 10th standard through the vertical education are confident to live a dignified life and also the Associations of skilled workers have given them the spirit of unity in diversity. Our youth are able to gain better payment; women are earning equal wages for equal work.

FVTRS team takes this opportunity to thank all the stakeholders, especially Misereor and their well-wishers for their continued support in making underprivileged youth employable. We also extend our thanks to all who have encouraged us in our journey of skill development.



## Introduction

**S**kill Development is an important drive in India to address poverty reduction by improving employability, productivity and helping sustainable enterprise development for inclusive growth. As compared to other developed and developing countries, India has a unique window of opportunity for another 20-25 years called "**demographic advantage**". If India is able to skill its people with the technical skill, entrepreneurial and life-skills in the years to come, the demographic advantage can be converted into dividend. People who are entering into the labour market after receiving skill training or are already in the labour market contribute productively to economic growth of the country.

Our country's greatest challenge is that a huge number of youth leave schools early resulting in low educated labour force entering the labour market without technical skills due to their poor economic conditions. They remain as low paid employees due to lack of entrepreneurial and life- skills.

To address this challenge, FVTRS has started skill training for the early school leaving youth in India. For the past 28 years, FVTRS has provided training to over 1,47,820 youth in various vocational skills for appropriate employment. Out of them about 71.50 % of them are employed or self-employed and earning a decent income for their livelihood.

FVTRS has observed that there is a huge shortage of Trainers with appropriate skills, EDP and Life-Skills in the country, especially to reach the unorganised sector in their own language. To address this, FVTRS organised Training of Trainers on Life-Skills and Entrepreneurial skills to reach the youth undergoing skill training. Life-skill sessions enabled youth in building more self-confidence, self-esteem and assertive skills. FVTRS also understood the necessity of conducting research and studies in the field of skill training. In this context, the action research which FVTRS started is going on well and an interim report has been published.

FVTRS is happy to present this annual report capturing all its activities and results in a systematic way to the larger society.

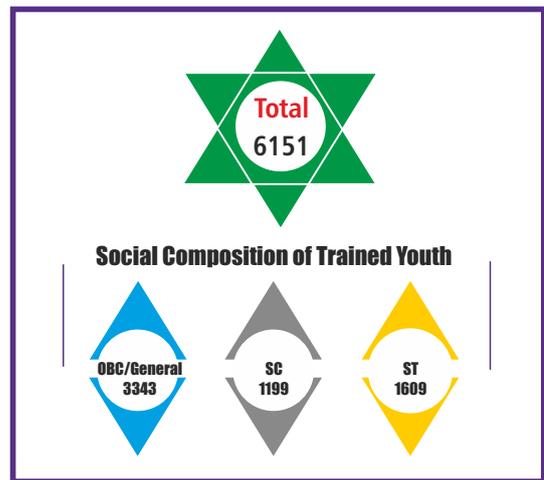
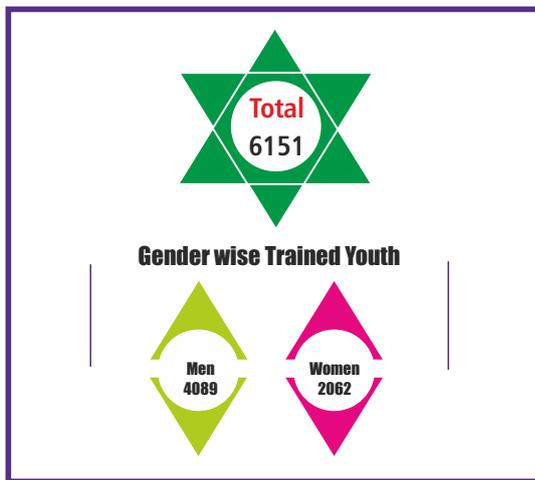
# Skill Training During Period

**F**VTRS has been providing vocational skill training to the early school leavers on regular basis. In this financial year, FVTRS has trained 6,151 youth by adhering to COVID-19 protocols. Out of the total trained youth, 2,062 are men and 4,089 are women.

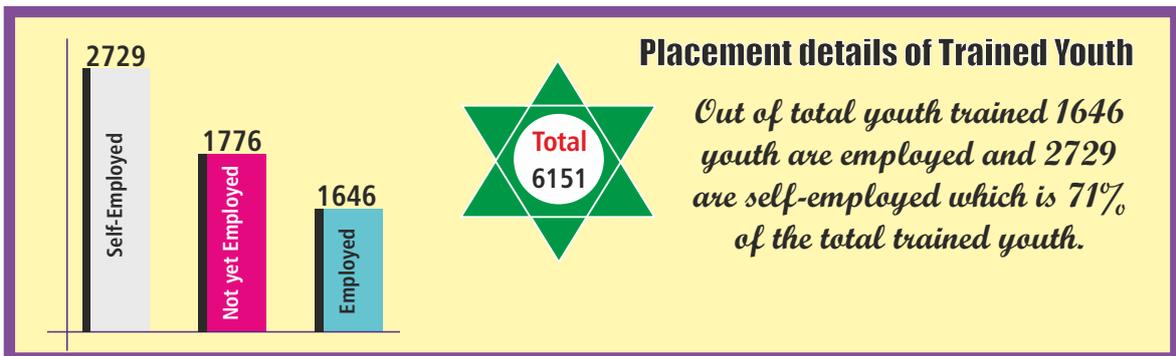
We organised training programmes where less cases of COVID-19 were reported. Precautions such as maintaining social distance, sanitising class rooms and wearing masks were maintained. The reference community when sensitised about the harmful effects of COVID-19, took extra care during the training programmes.

Market studies were carried out before finalizing the trades. Requirements of the local community were kept in mind while doing the market study. Thus, training was conducted for the youth in driving, making of garments, beautician, home nursing, electrician, bag making, masala powder making and agriculture-based training programme.

During the training, women also stitched masks and distributed freely. A few of them made it a business. They simply converted crisis into opportunity to take care of their own community.



*If one looks at the social classification 1199 are SC, 1609 are ST and the rest 3343 are OBC and General.*



From the beginning FVTRS has trained 1,47,820 early school leavers (Dropouts). Out of the total youth trained 60,538 (41%) are men, 87,282 (59%) are women and 18 are transgenders. Out of the total trained youth 46,287(31%) are SC, 38,902 are ST (26%) and 62,649 (42%) belong to OBC and general category. Out of the total trained youth 71% are employed or self-employed. Partners are regularly following up with the unemployed youth and also are trying to upgrade their skills as per the market demand.

## New Project Partners Meet

### New Project Partners Meet

MISEREOR had approved skill training grant project for the year 2020-21. FVTRS had approved 17 projects during the reporting period. Two virtual meetings conducted; on 13th May 2020 for 13 partners and on 24th September 2020 for 17 newly approved project partners. However, funds to the partners were not released as guided by FCRA Amendment 2020. Henceforth, FVTRS started directly implementing the skill trainings.



### Exploring Excellence

FVTRS organised project meetings at regular intervals to review the status of the projects and to build the capacity of stakeholders. During the period: April 2020 to March 2021, two rounds of virtual review meet were held. A total of 19 virtual meetings were organized for different regions/states.

After the relaxation of the lockdown, physical meetings of all the partners were organized at different places such as Bengaluru for Southern partners, Bhopal for Western partners, Lucknow for Northern partners and one in Rajasthan. It was possible to take stock of the current status of all projects during such meetings. This platform was also used to plan the future implementation of the skill training.



# EDP Centre

**E**DP Centre is a team of Master Trainers who can train more Trainers on entrepreneurship development, anchored by FVTRS that facilitates and ensures regular EDP training for the trainees of vocational skills during and after skill training. Virtual review meetings for the EDP center members were also held on 27th August, and again on 11th and 25th September 2020. From 14 states, 42 certified members participated in the review meetings.



FVTRS organised one more physical meeting of trained trainers at Bangalore on 18th and 19th of March 2021. The major topics covered were:

- i) Who is an entrepreneur?
- ii) Qualities of an entrepreneur.
- iii) Generating business idea, market study, developing business plan, costing and budgeting, management skills, leadership and communication, facilitation skills etc.

Currently, FVTRS has 109 certified EDP trainers across the country and conduct training in local language. They also visit other institutions to train their staff and youth in general.



## Life Skill Club



**F**VTRS is promoting a team of trainers on Life Skills called the Life Skill Club. This is to facilitate and ensure regular Life Skills training for the trainees of vocational skill during and after skill training. During this year, FVTRS arranged two virtual meetings for all the certified facilitators of Life Skill Club on 22/6/2020 and 7/10/2020. A total of 59 facilitators from 16 states participated in the online meetings. The focus of the meeting was to understand and share how life skills helped them

and others during Covid-19 pandemic situation. It is reported that many of the facilitators organised special life skill sessions for the migrant returnees and other youth who lost job during pandemic. The major topics covered during the life skill trainings were: understanding life skills, facilitation skills, personal skills, understanding self, managing emotions, building positivity, enhancing self-esteem, inter-personal skills, communication, empathy, relationship building, creative thinking, problem solving, leadership, usage of social media etc.

During the sharing sessions, the Facilitators suggested to organize a Refresher training on **“Converting Challenges into Opportunities.”** So FVTRS team prepared an in-depth training module on challenges vs opportunities. Further, a fresher training was organised on 17/12/2020. There were 15 participants in the training. Another physical meeting from 15th to 17th March 2021 at Bangalore was held. Currently as an outcome of the joint efforts, FVTRS has 105 trainers across the country.



**The Master Trainers of both EDP and Life skills have promoted another 160 trainers during the last one year. Together these 374 trainers organised 1,630 training programmes and trained 30,081 persons during this year both in Life skills and entrepreneurship development.**

As far as EDP center and Life Skill club are concerned, FVTRS is planning to increase the membership of the partners with the ToTs promoted by the certified trainers. Also planning to enrol skill councils with respective sectors. A National Level Team will be formed of the trained trainers so that we can reach any part of the country conduct training in local language.



## Open Schooling

### Enrolment with Open Schools

As FVTRS is primarily working with early school leavers, the Organisation emphasizes on furthering their education along with skill training rather than remaining as school dropouts. For this reason, FVTRS encourages partners to enrol the students with open schools to enable them to complete 10th standard directly. With this certification the students are empowered to reach any part of the country to conduct training in local languages.

Year	Enrolled	Appeared for exam	Passed
20/21	5280	4090	3663
19/20	1156	1227	580
18/19	1477	1125	705
17/18	811	433	775
16/17	1473	762	394
<b>Total</b>	<b>10197</b>	<b>7637</b>	<b>6117</b>
<b>From 2010 onwards</b>	<b>18797</b>	<b>11982</b>	<b>8887</b>

Such an initiative commenced in 2010 and till date FVTRS has successfully enrolled 18,797 youth, out of which 8887 students have successfully passed 10th standard. This year alone, out of 5280 youth who were enrolled to appear for 10th Standard exams, 3663 have passed. Among those who passed, 1360 youth are pursuing higher education.

## Skill Net India

**S**kill Net - an association of skilled workers promoted by FVTRS to create internal resource for investment through regular savings, locally accessible training mechanisms, enterprise development, enhancement of skills and effective use of applicable Government schemes. Thus, skill net has become an integral part of project implementation. Skill Net activities of each state are reviewed during the project partners' review meetings.

The trainees have been formed into groups, right from the beginning of the training so that they will continue to meet even after completion of the trainings.



## State wise Data of Skill Net groups

State	Partners	Groups	Men	Women	Total	Saving
AP	2	50	102	466	568	519200
Telangana	1	6	0	90	90	39500
Karnataka	10	556	3704	4820	8524	17134040
TN	4	73	45	795	840	2220700
<b>South Total</b>	<b>17</b>	<b>685</b>	<b>3851</b>	<b>6171</b>	<b>10022</b>	<b>19913440</b>
Bihar	5	70	207	414	621	127200
Chhattisgarh	3	48	201	209	410	259000
Odisha	1	15	83	115	198	143260
Jharkhand	4	60	287	660	947	239930
West Bengal	2	18	0	144	229	0
Assam	1	2	0	24	24	5040
<b>East Total</b>	<b>16</b>	<b>213</b>	<b>778</b>	<b>1566</b>	<b>2429</b>	<b>774430</b>
MP	7	113	412	843	1255	1077500
Rajasthan	11	270	845	2007	2852	4253815
Maharashtra	1	16	60	32	92	0
<b>West Total</b>	<b>19</b>	<b>399</b>	<b>1317</b>	<b>2882</b>	<b>4199</b>	<b>5331315</b>
HP	1	4	8	33	41	47520
UP	4	32	97	347	444	111480
Uttarakhand	2	7	37	51	88	6000
Haryana	1	8	0	102	102	24300
<b>North Total</b>	<b>8</b>	<b>51</b>	<b>142</b>	<b>533</b>	<b>675</b>	<b>189300</b>
<b>Grand Total</b>	<b>60</b>	<b>1348</b>	<b>6088</b>	<b>11152</b>	<b>17325</b>	<b>26208485</b>



*Colors of Success*  
SPMC, Polur



**FERNANDEZ**  
HOSPITAL  
Health Care for Women & Newborn



### MARIYAMMA BAKKA

*Before joining St. Ann's  
Paramedical Courses Polur.*

**M**ariyamma hails from a humble family in Mahadevapuram, near Nandyal. Her father B. Cinna Pullaiah, a poor farmer who

makes less than 1000 rupees a month from his small piece of land, can hardly sustain the family with this income.

Mariyamma's mother Janaki is a housewife makes some money for the family by selling vegetables, while her sister Madhavi studies in Class VII. Although she went up to high school, she couldn't clear her Class X Board exams, failing in few subjects.

Her parents could not send her for clearing subjects and she was at home helping family in household activities. Her parents were very upset to see her going astray, showing an utterly indifferent attitude due to desperation. Mariyamma's father advised her to look for alternative studies, but there was no one to guide her.



*After joining St. Ann's Paramedical Courses Polur.*

One day, her father came to know of about SPMC Centre and the nursing courses run by FVTRS, Bangalore. He advised Mariyamma to



join the course. Mariyamma Showed little interest in the beginning, and had to be repeatedly persuaded to attend classes. She finally completed the bedside nursing course. Mariyamma was trained for six months and learned basic nursing skills. The nursing course along with life skills training brought dramatic changes in her attitude. As soon as she finished the six month course she received a job offer from **Fernandez Hospital**, Hyderabad, with a **starting salary of 10,000/-** working in N.I.C.U.

Mariyamma and her parents elated beyond words, *they spelt that it is amazing to see how her self-confidence had grown so fast! SPMC/FVTRS has indeed worked wonders on her. I can now say she has a great future.*

Mariyamma has emerged as a true role model in her village. She is a great inspiration to her friends and neighbors, as well as to fellow FVTRS students. *I was very different about my personality before joining the course, Mariyamma says, thanks to the training I received there, I now feel capable of taking on any challenging situation in life. Apart from giving me nursing skills, it has instilled self-belief in me, which I think is equally important at the Hospital."*

## Colors of Success

SPMC, Polur



**FERNANDEZ**  
HOSPITAL  
Health Care for Women & Newborn



### SUJATHA GALI

20-year-old Sujatha Gali hails from an extremely poor family of Peddakottala, a small hamlet in Nandyal Mandal (Kurnool). She studied in a government school up to

Class X, but failed in her Board examination. Soon after that, while she was still in her early teens, her parents Asirvadam and Sujamma married her to a poor man. Within a few years they were blessed with two children. Life, though poverty-ridden, seemed to be going along steadily. Then, quite unexpectedly, Sujatha's husband died. Relations between Sujatha and her in-laws began to deteriorate rapidly, and she was soon evicted by them. Left in the lurch, with no means of making a living and with two small children to look after, Sujatha was compelled to come back and stay with her parents.

It was not easy for three adults and two children to live off the meager income of Sujatha's father. Sujatha tried her hand at various petty jobs to supplement her father's earnings, but lacked the skills to find anything decent. The sight of her children always remaining ill-fed and ill-clothed began to depress her deeply.

Meanwhile, Sujatha came to know-through her Village President of Peddakottala about FVTRS supported nursing course at Pollur. She approached for the admission and based on her educational qualification she was admitted for six month basic nursing course.

She did very well in the course overall, and soon received a job offer from Fernandez Hospital (Hyderabad) as a nursing assistant, with a starting salary of Rs 10,000 per month. It was a huge boost to her financial condition, and she immediately began to think of bettering her children's lives without having to tax her poor parents. Within six months, her professional competence was noticed by Fernandez Hospital (Hyderabad).

### VASANTHI ARPU GANDLA



Vasanthi comes from a very poor family in Sirivella village (Kurnool District). Her father, a lowly paid employee in a private firm, died unexpectedly when she was in Class VIII. The responsibility of five children (three girls and two boys) fell on Vasanthi's mother, who worked as a maidservant in a few households nearby. Vasanthi and her siblings continued to go to a government school, but were unable to attend classes regularly, as they often had to take up sundry jobs to supplement their mother's meager income.

One day, a friend by name Sarita informed Vasanthi about SPMC center running nearby Sirivella. Sarita had passed out of an earlier batch at the same center and, with the help of her facilitators, got a job as staff nurse in Santhiram General Hospital, Kurnool.

Vasanthi joined for the six month nursing course and successfully completed the course in the year of 2014. Her facilitators arranged a job interview for her with Fernandez Hospital, and gave her several tips and suggestions on how to handle it confidently. The interviewers were impressed with her confident demeanor and took her as a nurse assistant on a starting salary of Rs: 10000/-. Hardly able to hold back her tears, Vasanthi's mother says, *"Through the SPMC training has not only just given Vasanthi a job, but it has lifted my entire family out of poverty and infused hope in me that my other children too will have a decent future."*



Her MD Dr. Evita Fernandez says of her, *"Vasanthi is always very punctual, hardworking and focused. These qualities will definitely enable her to make quick progress in her career."* Vasanthi's facilitators are delighted to see that her family is doing well now. They say, *"Throughout the course, Vasanthi would often speak of her desire to provide well for her poor mother and siblings. It is gratifying to note that she has realized her dream."*

## Skill Promoting India Network (Spin)

**S**PIN (**S**kill **P**romoting **I**ndia **N**etwork) is a National Level Association of skill training providers in India. For the past 27 years, FVTRS had felt the need for collective intervention by all the skill providers with a uniform approach and strategy working towards the common objective across the country. It was intended to make skill development into a movement by the skilled workers themselves. Thus, FVTRS launched Skill Promoting India Network (SPIN) in 2018 during the National Skill Conference. Currently, 45 skill providing institutions have taken membership in the consortium.

This year SPIN has organised one virtual meeting for its Board members and took stock of all the activities in State Chapters. A digital newsletter initiated by SPIN is being circulated regularly. Few states like Rajasthan organized a two -day workshop in Pushkar (*Ajmer*) inviting members of the State Chapter. The eleven member Organizations of SPIN that attended the meeting at Pushkar discussed the importance of MSME and other Government schemes to be made available for the skilled workers. They also deliberated on the possibilities of approaching various CSR teams to strengthen SPIN in Rajasthan.

Manav Vikas Seva Sangh (*MVSS*) organized the workshop on SPIN (*which focused on the skills development of the early school leavers and the one who is already trained*). The participants were encouraged to form a chain by training at least five others. The workshop was open to the public and at least 120 students including women attended the same. Dr. Shalini Saxena (President SPIN), Mr. Francis (Director *ISR*D), Fr. Thomas Philip (Director *MVSS*), Mr. Harish Dubey (*DPO SRLM*), and the representatives of Kripa Welfare Society Ujjain, Priyanshi Educational and Cultural Society, *ISR*D, Jagrati Gramotthan Samiti were the guests of honour.

Rev. Fr. Thomas Philip officially started the Workshop by encouraging the attendees with his valuable words... **“Women are more powerful than men;** it's just that they need to identify their strength and work for themselves and the nation”. Rev. Fr. Thomas Philip added, **“Skill hai toh kal hai”**. He even explained that the practice of learning a skill irrespective of age can give a beautiful meaning to one's life.

Successful trainees from different Organizations gave inspiring testimonies of their success which motivated the youth. The students who attended the workshop gave their commitment to support the skill development mission of SPIN, in MP. The SPIN chapter of Tamil Nadu had a one-day meeting in which five organizations' members attended it.

They discussed the ways and means to support the skill support mission campaign by assessing the skill net groups in each member Organization and providing guidance for capacity building.



## A Comparative Study - Enhancement of Income and Employment Potential

FVTRS has been actively conducting research and various studies on a regular basis. During the year, a study on employment and income was taken up to understand the various types of employment, self-employment, collective employment and the income from these ventures.

This study also aimed to understand what brings the most benefiting opportunities for the trained youth. FVTRS has selected 38 Organisations from 13 states and oriented their staff virtually to conduct the study and to collect accurate data.



The result of this comparative study will largely focus on economic enhancement of the above three categories. The youth to be guided to choose the trade and the nature of the employment. This will also be helpful for the facilitating Organisations to make an informed choice about the trade by which a reasonable income will be assured to the trained youth.

3,882 trained youth participated in the process of data collection study. It included 1065 respondents from employed category, 2202 from self-employed category and 615 youth from collectively employed units. Among the total respondents 2361 were women and 1521 men.

They were trained by 38 skill promoting Organisations from 13 states of the country. FVTRS had invited feedback from those youth who had completed training at least two years ago and still using the trade for which they had received the training.



## Observations and Recommendations

- ★ Acquiring skills for livelihood will increase the income reasonably. Since FVTRS target group is exclusively early school leavers, skill training is an effective alternative for making a reasonable livelihood.
- ★ All types of employment provide a steady income. Normally, employment provides a good income in the beginning and the rate of periodic increase is limited. In this context, it is observed that self-employment and collective employment are more progressive and remunerative though in the initial stage is limited.
- ★ Self-employed category is performing well in terms of increase in the quantum of the income. Therefore, it is advisable to promote self-employment and collective employment. It is widely understood that self-employment and collective employment are more challenging, and progress depends on the entrepreneurship of the trainees and the investment. This reiterates the need for continued EDP training for the trainees.
- ★ Self-employment and collective employment have more potential in generating more job opportunities for others. This is also a reason for promoting self-employment and collective employment.
- ★ It is learned that the people who are trained from rural areas and engaged in the rural areas are gaining comparatively better income than their urban counter parts. It indicates the need for promoting locally viable and relevant trades in the rural areas to provide sustainable income and reduce distress migration.

## SCOPE: Skilling – Community Owned Promotion and Enhancement

- ★ SCOPE is a community based and community owned approach to skill development promoted by FVTRS for continuity and sustainability of its interventions. This has evolved due to a perspective that skill training is not a one-time activity but a process of skill development.
- ★ With this approach, FVTRS is encouraging participation of the community in selecting the training, trade, selection of trainees, organising training, forming, and mentoring collectives of trainees, employment, continuous education and enhancement of skills and livelihood.



## Review Meetings

- ★ For the last three years, FVTRS is doing action research on SCOPE. This year a virtual review meeting was organized with SCOPE partners on 26th November 2020 with the objective of reviewing the progress; enhancing the capacity of partners of action research and preparing a strategic plan to move ahead.
- ★ Second collective review meeting of the action research was organised from 17th to 19th February 2020 in Bangalore. Team members of FVTRS and Six partner organizations involved in the SCOPE action research participated in it. All the participants gave a presentation of their activities, results, challenges and learning. The team from FVTRS has been making field-based accompaniment with all the action research locations. The findings and learning of the meetings and interactions were captured as a status report. This report was printed and published on 16th February 2021 at Bangalore.
- ★ The universe covers a total number of 6186 households having a total population of 32,324 of which 16,288 are men and 16036 are women. The total youth population between the age group of 18 to 35 years in this area is 9063 (28%) who belong to 4392 households.



### The major finding are as follows:

- ★ The research has created a sustainable community mechanism (SDT) that will take skill training along. At present, there are 24 SDTs with 274 members.
- ★ This process has facilitated the emergence of local leaders who are socially responsible for skill development. They are ready to take more and more responsibilities in a participatory manner.
- ★ The approach is helping the partners to train more youth with less investment.
- ★ In many places, the training is conducted using locally available resources including personnel.
- ★ It is reported that 1662 youth were trained in different trades who were selected by the SDTs. During the training, it was observed that there were zero percent dropouts. All of them have completed the training in the selected trades.
- ★ The number of youth trained under SCOPE is not greater than normal skill training projects of these 6 Organizations. But in the process, one needs to understand that this is the beginning. A lot of preparations, capacity building and accompaniment have been provided to the people. Hence the number will go up very soon.
- ★ As of now, 42 trainees have become trainers in different trades and providing training to the youth in the community. They have trained 469 youth in the community on different trades.

- ★ It is evident that two Organizations are successful in facilitating 100% employment and one has 89% employment. The overall employment rate is 82%.
- ★ The post-training support is ensured for the trainees especially in the areas of employment and marketing.
- ★ The trained youth have been formed into skill net groups. There are 72 skill net groups which consist of 914 members. Post-training support is ensured for the trainees because of the SDTs especially in the areas of employment and marketing through skill net.
- ★ The Skill Net groups started establishing linkages with various government departments, banks, etc. to support the training, employment, market, and resources.
- ★ The skill net groups of four associating partners have started collective enterprises like procurement, production, branding and sale of fish pickle, NTFP products, production, branding and selling of masala powder are few examples.
- ★ The presence of the SDT is making the skill development process a continuous one in the community.
- ★ Increased participation of the community in implementing vocational training. They are now involved in the selection of trades, trainees, organizing the training, monitoring the training and facilitating the employment. The trades selected are most suitable to meet the local needs.
- ★ It is noticed that skill training is also becoming a starting point for larger development initiatives as many SDTs started involving in addressing other social issues.
- ★ There are instances where Panchayat members are associating with SDTs in the process to meet job providers. They are involved in developing a skill development plan, creating linkages with other service providing centres like KVK, National Livelihood Mission etc. This type of instances were noticed among 5 out of 6 partners.
- ★ The existing partners have started applying the same strategy in the non-SCOPE area.
- ★ Some indicators of skill training are now leading towards the overall development of the person and family. In two places the SDTs are engaged in other social issues.
- ★ Experiences shared by the partners in review meetings has inspired other partners who are also now moving towards community-based programmes in their own way.



FVTRS conducted third round of field level review meet of SCOPE action research in Madhya Pradesh, Rajasthan, Odisha and Andhra Pradesh. The field reviews were conducted with the support of field staff, Skill Development Team members, trained youth and Skill Net members from the focus area of SCOPE.

FVTRS team could see a lot of improvement in implementing of SCOPE action research. The team members have increased their clarity on community owned skill development concept. All the Organisations have made attempts to adopt the suggestions that FVTRS team made during previous assessment inspite of the challenges due to Covid-19. The role of the Organisation is changing from Implementor to a Facilitator and the Organisations are also aware of the benefits as facilitators. They are trying to replicate the same in the other interventional areas of the Organisation. There is an increased involvement of SDTs to link the trainees with various government departments, financial institutions and business establishments for grant, loan, placement, and marketing of products. The approach is helping the partners to train more youth with less investment.

### Participatory Need Assessment and Planning (PNAP)

FVTRS printed and released the document on Participatory Needs Assessment and Planning (PNAP). The document explains the **Participatory Needs Assessment and Planning (PNAP)** in detail. It is a method whereby the community members are consulted to understand the most important skilling needs and problems of their community. Basically, the PNAP is conducted to ensure decision making with the community in a democratic manner. The critical understanding about their community will help the participants to make appropriate decisions on their needs. This book is an outcome of our learning while doing the action research on SCOPE.



### Study on skilling of Most Vulnerable Groups

FVTRS initiated a study on different ways and means of skilling the Most Vulnerable Groups. The TOR and the tools are ready. In order to carry out the study, 13 partners were shortlisted to participate in an online orientation to know about the tools and methods. The tools have been sent to these partners and the field-based study is going on. Among the 13 organizations, five are identified for individual consultation that will be conducted by FVTRS either by visiting these organizations or through video conference.



## Adding spices to my life

Name: Puja Bai Meena

Age: 22

Place: Banjari, ward no.:82, Kolar Road, Huzur, Bhopal

**Pooja Bai Meena** daughter of Mr. Dharmendra Meena lives in a Banjari slum in Kolar Road, Bhopal, studied up to 9 th class. Her father and brother are working as construction workers for daily wages and her mother is a house wife. She was an average student in her schooling and due to other reasons she could not complete matriculation.

During the field visits, FVTRS field consultant met her in Banjari, her place of home. During the conversation with the Field Consultant she expressed her aspire to get a job, but not sure what kind of employment. The field consultant explained her about the vocational training providing by the FVTRS under skill development project. He counselled her and motivated her to join training programme on Cooking (Fast food).

After joining the training program in basic cooking skills, she also attended EDP and Life Skill training. This has helped her to groom herself for customer management, behavioural changes and Entrepreneur skill. She was awarded with a certificate by FVTS on the completion of two months cooking training.

After the training she applied in different hotels and restaurants for a job. She got selected by Taste of India restaurant as an assistant cook. Now she is earning Rs. 10000/- as monthly salary. This has not only changed her life but she also emerged as a role model in the family as well as well as neighbourhood. They express sincere gratitude to the FVTRS for giving such opportunity to learn Cooking skill which transformed her life.



Pawan Mondal

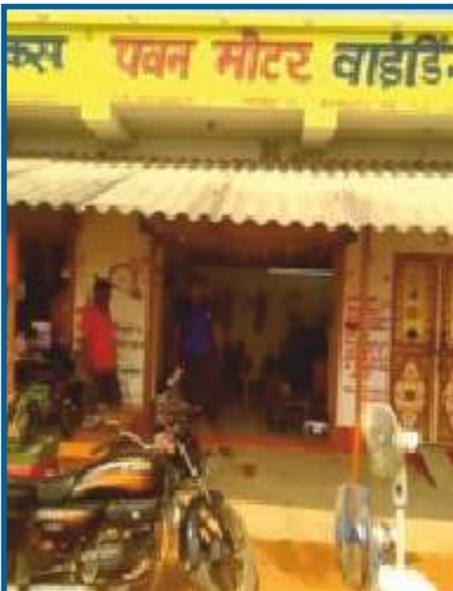
***Winding Life***

**P**awan Mondal S/O Barun Mondal Residence of village Jialjori Block Jamtara of Jharkhand state. His father is a Small farmer belonging to a very poor family. He has dropped out from the school at the age of 12 due to financial crisis in the family so he could not complete the basic education. There are eight members in family and no permanent monthly income. Being an early school leaver, he was living in frustration without any job. One day he met one of the Skill Development Team members, Mr. Dulal Maji and came to know about FVTRS skill training programmes.

He works as Daly wages Electrical labour, One Day he meet our SDT member Mr Dulal maji; He told Benefits of FVTRS Skill Training. Mr. Pawan showed interest in electrical cum plumber course and started the training from August 2021 batch.

He was one of the best student in the class and showed lot of interest and skill in learning. The trainer observed that he has lot of potential to become expert in the trade he has chosen. He was very punctual in attending the classes. During the training he has picked up the skill on repairing the domestic electric appliances as well. The training provided on life skill and EDP has dramatically changed his attitude and personality.

Immediately after the course he joined in a motor winding shop for a monthly salary of Rs. 4500/-. However, he did the market study of the locality and took a risk of starting his own shop. He has mobilized Rs. 50000/- with the support of his family members and relatives and opened a shop called Pawan motor winding & Electric and now he earn average Rs.9000/- per month. Pawan and his family members are thankful to FVTRS for changing his life and change the destiny

**After Training**

## Skill Support Mission

The 'Skill Support Mission 2020' was launched by Fr. V.M. Thomas, President of FVTRS on 2nd October 2020, on Gandhi Jayanti day through Zoom platform. The theme of the campaign was 'Learn Skills - Empower Nation'. Nearly 150 persons joined the function virtually and the audience consisted of NGO Heads, staff and trainees of FVTRS and other well-wishers.

Nineteen Organisations conducted Skill Support Mission campaign across the country. All the Organisations launched the programme by distributing posters and spread awareness about the need of skill training for the early school leavers and the need of mobilising local resources for training more number of early school leavers in the country. Various stakeholders such as trainees, master trainers, youth groups, professionals, community members, Panchayat Raj members, members of Skill Development Team, members of Skill Development Committee, local leaders, civil society members, Zilla Panchayath members, senior journalists, SHGs representatives participated in the campaign programme.



## COVID-19 Relief work

FVTRS distributed 216 food kits to daily wage labourers, pavement dwellers and the migrant people stranded in the work sites with the logistic support from BREADS, Bangalore. The distribution was done in Lingarajapuram area of Bangalore City. Each kit contained 10 kgs of rice, 5 kgs of wheat flour, 2 kgs of edible oil, 2 kgs of pulses, toiletries with Dettol and disinfectant spray. It was reported that the kit serves food requirements of a family comprising of 3 to 5 members for two weeks. FVTRS spent Rs. 2,00,000/- on food kits distribution through BREADS, Bangalore.

FVTRS made a humanitarian appeal to all its partners to join hands with the Government of India to fight against COVID-19. The partners of 18 states initiated various activities for relief, rehabilitation and prevention of spread of COVID-19. FVTRS started a special news bulletin about the relief work of our partners. So far, FVTRS has published six editions.



## Internship

Two MSW students, Ms. Maria Jose and Ms. Shobha K.J. from Kristu Jayanti College were given the opportunity for one month (from 8th June to 7th July) block placement at FVTRS. Students collected data on most vulnerable groups in India and also on early school leavers youth and their situation and employment statistics, by way of interacting on the virtual platform for strategy paper development. They were issued certificates on successful completion of internship.

## Webinars



**Empowerment of Youth through Skill Development:** FVTRS organised a Webinar on “Empowerment of Youth through Skill Development: A Community Development Perspective” for the MSW students of Kristu Jayanti College, Bangalore. More than 70 students and faculty members of different colleges attended the programme.

**"Emerging Avenues/Opportunities for Income Generation Activities during & beyond Covid -**

**19":** Executive Director **P M Philip** participated in the Webinar jointly organised by FEVORD-K and Vishwa Yuva Kendra, New Delhi on 4th September 2020. In this webinar Mr. Philip spoke on the role of Civil Society Organisations in promotion of livelihood'.

**Social Enterprise:** The Sociology Department of Mount Carmel College, Bangalore in collaboration with FVTRS organised a session on Entrepreneurship with special focus on Social enterprises to the students. The session had two components. Team FVTRS gave inputs on social enterprises. There was a live presentation by a business group of women called, **Maa Annapoorna** from Rajasthan. Around 150 students participated and benefited from this programme.



## New Strategy for FVTRS

FVTRS is in the process of developing a strategy paper. In this regard FVTRS organised individual consultations with experts and Organisations. The team personally visited Association of People with Disability (APD), Don Bosco and BRICS and studied their model of skill training. It also organised virtual meetings with Enable India, Entrepreneurship Development Institute of India, Quest Alliance and DNA India. In this regard FVTRS is currently collaborating as Facilitator with Dhvani Foundation, Bangalore. Mr. Gopinath from Dhvani Foundation organised the first round of meeting with the staff of FVTRS.

## Board meeting

In this year, FVTRS held two virtual Board meetings. The first virtual meeting was on 25th of August 2020 for the Project Selection Committee and approved 17 projects. The second one was on 15th October 2020 to pass a resolution for opening a bank account in New Delhi for FCRA purpose. On 15th and 16th February 2021, FVTRS conducted Governing Board and General Body meetings respectively at Bangalore.

## Conclusion

This year, FVTRS entered into its 27th year of service to the youth and nation. Annually, more than 5000 youth from underprivileged have been benefiting from the Skill development programmes of FVTRS. The Organisation could reach out to 1,47,820 youth so far and equip them with skills for better livelihood.

Amidst this difficult situation of COVID-19, learning may seem secondary to the needs of the moment. Yet many of the youth from the marginalized communities are in dire need of skill training for their survival. With this in mind, many of our partner Organisations have responded on ground realities, and developed new ways of making sure our trainees to continue to attend the training by maintaining social distance and other safety measures. As a result, this year, in spite of various challenges of COVID-19, FVTRS and its partners could train 6151 youth and among them 71% are employed / self-employed and earning a decent income for their livelihood.

Concerted efforts of FVTRS directed towards enrolling women in skill training has improved their participation from the focus area; their future prospects and experience in economic empowerment is increasing. On an average 54% of women are trained in various vocational skills.

FVTRS understood that skill training alone is not going to matter, unless it is complemented with employment generation such as linkage with various stakeholders, supporting the growth and development of small enterprises which can play a pivotal role in creating employment opportunities required to absorb and engage the trained youth.



Keeping in mind the mandate of FVTRS, Entrepreneurship Development and Life Skills were integrated as part of skill development initiatives. To promote a culture of entrepreneurship and positive life skills among the youth, FVTRS facilitated the development of a pool of Master Trainers in EDP called “**EDP Centre**” and in Life Skill as “**Life Skill Club**” We have conducted several number of virtual meetings and reviews of this trainers and partners to continue the partnership.

FVTRS experienced an overwhelming response from the partners in enrolling youth for open schooling. Many of these youth passed 10th class and a good number of them are continuing their education. The intervention in promotion of the skill net groups at 60 locations with 1348 groups having a membership of 17325 ensures peoples' participation in skill development especially in the enhancement of skill and enterprises by using their saving close to rupees three crore.

Organizations like FVTRS today are faced with numerous challenges in their journey over the years. Today's challenges are new and so their solutions cannot be old. This is the time to challenge the stereotype interventions including trades and methodology of training. We need to have an approach leading to new skills and skilling methods. This transformation to have a set of skills is now not a choice, but a necessity.

Promoting employability and income opportunities for early school leavers who work in the informal economy is highly critical for inclusive societies, and more so in times of crisis. At this juncture, FVTRS is happy to mention that it has completed its five-year (2015-2020) strategy plan successfully and is in the process of setting its strategy plan for 2021-2025 to reach greater heights of success.

In the financial year of 2020-21, FVTRS carried out its journey towards promoting skill development of the underprivileged youth in India through the ownership of the community and with the support of the partner Organisations for all such achievements. The credit goes to all the Board members of FVTRS, partners, trainers, and other stakeholders. FVTRS specially extends sincere thanks and appreciation for the guidance, support and cooperation received from MISEREOR. FVTRS salutes its team for its untiring efforts to plan and execute decisions in the most effective way.



### Maa Annapurna Masala, women-led business of spices in Sambhar Block, Jaipur District, Rajasthan.



'Maa Annapurna Masala' is a women-led enterprise for the processing and sale of spices. The enterprise was launched to address the employment issues faced in the project area by creating alternative sources of livelihoods for marginalized women.

In order to initiate the business women were trained in:

- ★ Cleaning and grinding of the spices and use of machinery.
- ★ Packaging and use of packaging machines.
- ★ Marketing, including selling techniques, efficient branding, relationships with customers and buyers.
- ★ Digitalization processes in banking, record keeping and accounting.
- ★ Basic repair and maintenance of machinery.

The enterprise was launched by women from skill Net Groups in Sambhar Block, Jaipur district, Rajasthan. The business started with 23 women. It now provides employment for 92 women with 7 production centers. The business has made an average monthly profit of Rs. 1,32,000/-. Currently, the women offer three products: Red Chilli powder, Turmeric Powder and Coriander Powder. The women in the enterprise purchase raw spice materials through bank loans and other sources. The purchased raw materials will be processed by cleaning, sorting, grinding, packaging and then sell in the market. All the groups are now registered business with food licenses (FSSAI).

They have a common bank account where all the transactions are done with total transparency. The products are sold at in different shops in

villages of Jaipur district.

The women have regular meetings where they discuss about the business, challenges faced and planning of next activities and expansion. The women are also managing the finances of the business on their own. They monitor and manage the accounts and financial transactions (*buying of raw materials, distribution of salaries, purchase of machines, and marketing activities*). They are also responsible for the coordination and planning of the activities of the business.

The women are happy and are working independently. Through the training programmes and the management of the enterprise, they have become accomplished business women who are an example of women-led entrepreneurship development in the area. All the benefits go directly to the women. During the last three months, the women have made an average profit of Rs. 5,700 per month for each person. This has helped them to enhance the financial security of their households. This livelihood model has reduced their financial insecurity and migration of the families for job; and also stabilized children's attendance at school. Above all, the mobility of these women has increased unlike before. The enterprise has empowered the marginalized, the most vulnerable women whose income has increased through employment.



# Board and Personnel

## GENERAL BODY MEMBERS

Fr V M Thomas, President  
Ms Mercy Kappen, Vice-President  
Fr Peter Brank, Treasurer  
P M Philip, Secretary  
Mr John Peter Nelson, Member  
ABP John Barwa, Member  
Sr Suman, Member  
Fr Paul Moonjely, Member  
Ms Anita Sharma, Member  
Dr. Joseph. I Injodey, Member  
Ms. S P Selvi, Member  
Mr. Joseph Stanley, Member  
Mr. Alexander, Member  
Mr. Ashok K Singh, Member  
Bp. Nazarane Soosai, Member  
Bro Amalan, Member

## TEAM FVTRS

Mr. P.M. Philip, Executive Director  
Mr Felix D'Souza, Senior Programme Manager  
Mr. Jimmy Mathew, Manager - Skill Net  
Mr. CP Nicholas, Manager - Projects  
Ms. Diviana Nayagi G, Programme Officer  
Mr. Sajeesh K.P, Programme Officer  
Ms. Silli Dalai, Programme Officer  
Mr. Ajay Rao D, Programme Officer  
Ms. Noyala Sheela, Manager-Finance  
Ms. H Nirmala Rao, Finance Officer  
Ms. Y Geetha, Office Caretaker  
Mr. Gerald, Driver



# Audited Accounts

FUNCTIONAL VOCATIONAL TRAINING & RESEARCH SOCIETY No. 86, 3rd Cross, BDS Layout, Dr. Shivram Karanthnagar Post, R. K. Hegdenagar, Bangalore - 560 077, Karnataka ,India CONSOLIDATED BALANCE SHEET AS ON 31ST MARCH 2021		ASSETS	
	Amount (₹)	Amount (₹)	Amount (₹)
<b>CAPITAL FUND</b>			
Being Fixed Assets at Cost		1,62,12,608.36	As per Schedule - 2 - A1 Cost
<b>GENERAL FUNDS</b>			
Foreign Contribution A/c As at 1.4.2020	10,71,119.74		
Local Contribution A/c	26,25,389.57		
	38,96,509.31		
Less: Excess of Expenditure over Income	47,700.72		
Foreign Contribution A/c	2,97,531.42		
Local Contribution A/c	20,00,000.00		
	22,97,531.42		
<b>STABILITY FUNDS</b>			
Foreign Contribution A/c	5,00,000.00		
Local Contribution A/c	20,00,000.00		
	25,00,000.00		
<b>UNDISBURSED EAR-MARKED FUNDS(FC)</b>			
As per schedule - 1			
	1,58,99,238.54		
	11,74,757.00		
	45,22,253.00		
	0.00		
	70,929.00		
	2,54,781.00		
	60,22,760.00		
	12,04,600.00		
	48,18,160.00		
	7,000.00		
<b>Deposits - FC General</b>			
Telephone and Cooking gas connection Deposits			
<b>INCOME TAX REFUND DUE</b>			
AY 2020-2021 (LC) (TDS from Catholic Syrian Bank Ltd)	20,130.00		
AY 2021-2022 (LC) (TDS from Catholic Syrian Bank Ltd)	14,428.00		
AY 2021-2022 (FC) (TDS from Catholic Syrian Bank Ltd)	422.00		
<b>TOTAL</b>	<b>3,86,09,024.79</b>	<b>39,978.00</b>	<b>3,86,09,024.79</b>



Place : Bengaluru  
Date :  
*(Signature)*  
Executive Director  
*(Signature)*  
Treasurer  
Functional Vocational Training & Research Society  
Bangalore

FUNCTIONAL VOCATIONAL TRAINING & RESEARCH SOCIETY No. 86, 3rd Cross, BDS Layout, Dr. Shivram Karanthnagar Post, R. K. Hegdenagar, Bangalore - 560 077, Karnataka, India. CONSOLIDATED INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2021			
EXPENDITURE	Amount (₹)	INCOME	Amount (₹)
<b>To Payments:</b>		<b>By Contributions</b>	<b>Amount (₹)</b>
Bank charges	531.00	<b>Local Contribution a/c</b>	
Board meeting expenses	2,48,313.00	Contributions received	2,367.00
Organisation Development	90,220.00	Skill support mission	18,647.64
COVID 19	2,00,000.00		
Shortfall in Grant No.321-900-1671 ZG	1,20,679.70	<b>Interest received:</b>	
TDS on Fixed Deposit Interest (LC)	20,236.00	S. B. A/c Interest - SBI	3,292.64
TDS on Fixed Deposit Interest (FC)	6,173.00	S. B. A/c Interest - CSB	1,565.00
		<b>Others - Membership fees</b>	
<b>To Excess of Expenditure over Income</b>		<b>Interest on Fixed deposit</b>	
Transferred to General Fund A/c (LC)	-	Interest on Fixed deposit (LC)	2,75,017.00
Transferred to FC Funds	-	Interest on Fixed deposit (FC)	77,102.00
		<b>IT refund</b>	
<b>TOTAL</b>	<b>3,88,621.28</b>	<b>TOTAL</b>	<b>3,88,621.28</b>

As per our report of even date

For Functional Vocational Training and Research Society

For SPS&amp;C Company

Chartered Accountants

Firm Regn No:014256A

Chartered Accountants

New Delhi

Vikram Singh Rawat

(Partner)

Membership No: 560399

Place : Bengaluru

Date:

  
 (Felix D' Souza)  
 Executive Director

  
 (Pr. Peter Brank) -  
 Treasurer

No. 86, 3rd Cross, BIDS Layout, Dr. Shivram Karanthnagar Post, R. K. Hegde Nagar, Bangalore - 560 077, Karnataka, India. CONSOLIDATED RECEIPTS & PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2021			
Receipts		Amount (Rs.)	Amount (Rs.)
<b>To Opening Balances:</b>			
a) Cash-in-hand			
Foreign contribution	16,250.00		1,593.00
Grant No.321-900-1625 ZG	4,532.00		
FC General	68.00		
Local Contribution		20,850.00	
b) Cash at Bank - State Bank of India, Richards Town Branch			
Foreign contribution	67,18,988.54		66,53,893.00
Grant No.321-900-1751 ZG	36,21,442.87		
Grant No.321-900-1673 ZG	7,07,620.30		
FK Norway Round 3	6,10,285.09		
FC General	3,84,408.74	1,00,42,745.54	
c) Cash at Bank - State Bank of India, Dr Shivram Karanth Nagar Branch			
Grant No.321-900-1625 ZG		25,82,799.68	7,54,493.00
d) Local Contribution			
SB A/c 30802043005 - SBI, Richards Town	18,293.13		
SB A/c - CSB	44,178.44	62,472.57	
e) Fixed Deposits - Catholic Syrian Bank			
FC General - CSB	11,74,757.00		8,28,300.00
Local Contribution - CSB	45,22,293.00	56,97,050.00	3,26,852.70
To Specific/Eur marked Funds Received from:			
a) MISERECR/KZE, Germany			
(Project: Functional Vocational Training for the School Dropout Youth in India)			
(No.321-900-1807 ZG)			
b) MISERECR/KZE, Germany			
(Project: Vocational Skill Training for the School Dropout Add: Refunds received)	93,15,730.00		3,59,300.00
(No.321-900-1751 ZG)	700.00		
c) MISERECR/KZE, Germany			
(Project: Networking and Knowledge Management for Development in India)			
(No.321-900-1625 ZG)			
		1,84,05,917.79	2,37,72,172.09
<b>Advances :</b>			
Paid to Grant No.321-900-1625 ZG			10,00,000.00
<b>By Closing Balances:</b>			
a) Cash-in-hand			
Grant No.321-900-1751 ZG	700.00		
Grant No.321-900-1625 ZG	19,662.00		
FC General	4,532.00		
Local Contribution	468.00		25,362.00
b) Cash at Bank - State Bank of India, New Delhi Main Branch			
Grant No.321-900-1625 ZG			19,99,407.59
c) Cash at Bank - State Bank of India (Richards Town Branch)			
Grant No.321-900-1807 ZG			16,71,889.50
Grant No.321-900-1751 ZG			93,80,825.54



FUNCTIONAL VOCATIONAL TRAINING & RESEARCH SOCIETY No. 86, 3rd Cross, BDS Layout, Dr. Shivram Karamthimagar Post, R. K. Hegdemnagar, Bangalore - 560 077, Karnataka, India. CONSOLIDATED RECEIPTS & PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2021			
Receipts	Amount (Rs.)	Amount (Rs.)	Amount (Rs.)
d) MISEREOR/AZE Germany (Project: Promotion of Functional vocational training in India) (No.321-900-1673 2G) Add: Refunds received	8,12,676.25 4,633.00	8,17,309.25	16,84,259.12 63,729.04 6,10,385.69
e) MISEREOR/AZE, Germany (Project: Functional Vocational Training for the School Dropout youth in India) (No. 321-900-1671 2G) Received from FC General		1,20,679.70	5,31,209.70
f) FC general Add: Interest on Fixed Deposit		77,102.00	9,34,387.77
<b>LOCAL CONTRIBUTION:</b> Other Receipts: Contributions Skill Support Mission Membership fees Income Tax refund Interest on Fixed Deposit S B Ac Interest - SBI S B Ac Interest - CSB	2,367.00 16,647.64 1,000.00 11,630.00 2,75,017.00 3,292.64 1,565.00		25,723.08
<b>Advances:</b> Received from Grant No. 321-900-1807 2G			12,45,486.00 35,72,474.00
			48,18,102.00
			2,17,46,238.43
			4,55,21,410.52
			4,65,21,410.52
			4,65,21,410.52

Payments

Grant No.321-900-1673 2G  
FC General  
FK Norway Round 3

d) Cash at Bank - State Bank of India (Dr. Shivram Karamthimagar Branch)  
Grant No.321-900-1625 2G

e) Cash at Bank - State Bank of India Richards Town Branch  
Local Contribution - SB A/c: 30805043005

f) Cash at Bank - CSB  
Local Contribution - CSB A/c No.0237-095,29658-15001

g) Fixed Deposits:  
FC General - CSB  
Local Contribution - CSB

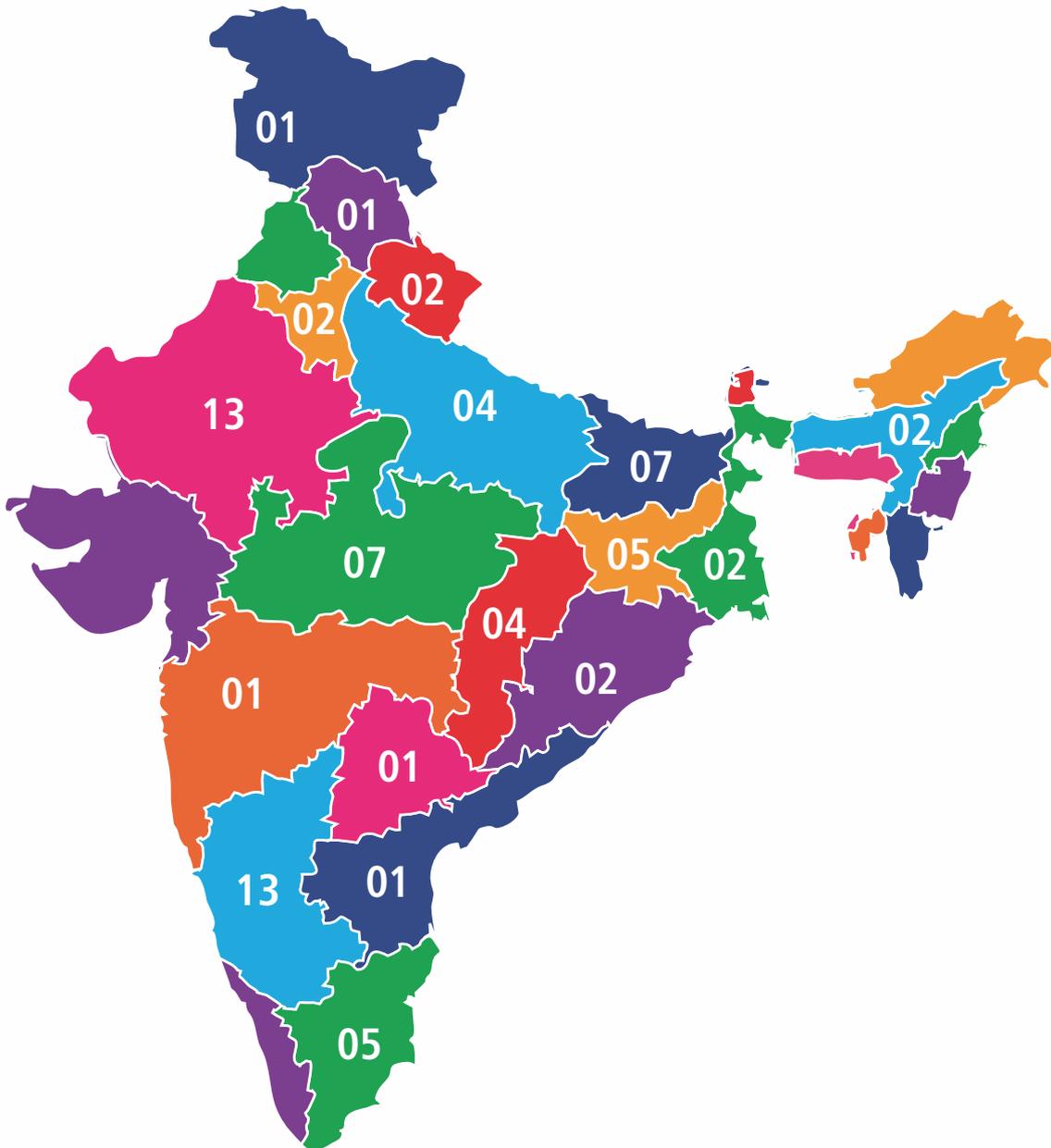
As per our report of even date  
For SSRA & Society  
Chartered Accountant  
Membership No. 580328

for Functional Vocational Training and Research Society  
(Felix D Souza)  
Executive Director

(Jinesh Water Brand)  
Treasurer

Place : Bangalore  
Date:

# STATE/REGION-WISE PROJECT SPREAD





Functional  
Vocational  
Training and  
Research Society



*Making Underprivileged Youth Employable*



**Functional Vocational Training and Research Society**

NO. 86, 3RD CROSS, BDS LAYOUT, DR SHIVRAM KARANTH NAGAR POST

RK HEGDE NAGAR, BANGALORE - 560 077

PH. 080 2846 5215, EMAIL: DIRECTOR@FVTRS.ORG, URL: WWW.FVTRS.ORG